



Vote NO on SB 6668 and SB 1178

**Tiger Enterprises**

Before the Labor and Public Employees Committee

Hartford, CT

March 9, 2023

Testifying in opposition to:

**SB 6668: An Act Modernizing the Paid Sick Day Statutes**

**SB 1178: An Act Expanding Connecticut Paid Sick Days**

Senator Kushner, Representative Sanchez, and members of the Labor and Public Employees Committee. My name is Rex Florian and I am the President of Tiger Enterprises in Southington. We have been in the manufacturing business for 47 years and employ 35 employees. My brother Lance and I started the company in an old barn in Plantsville making parts for tools and dies. To this day we still build tools and dies but also make metal stampings and do contract CNC machining. **I am writing today in opposition to SB 6668 and SB 1178.**

I would like to note that I have taken the time to research all the members on your committee from the information available on your web page at ct.gov. I empathize with those members who believe in working to make Connecticut a better place to live, to work, and to raise a family. These goals include so many things including safe workplaces, quality health care, great schools, and vibrant communities. I do not have to remind any of you just how important Connecticut's businesses, both small and large, are to the success of these goals. I would like to ask you to consider some of my thoughts on why I believe these are bad bills for Connecticut and an alternative approach that I hope warrant your researching as Connecticut's guardians.

Both SB 6668 and SB 1178 are massive expansions of Connecticut's Paid Sick Days (PSD) laws already amongst the best in the nation. Absenteeism is very costly to small and medium size business owners. In the case of PSD, it is much more than the just cost of an employees paycheck. It includes the lost cost of overhead associated with the employee's absence. It includes the lost contribution to the business's operation. And it includes the loss of team productivity and synergy. This overall opportunity cost impacts a business's competitiveness. These laws will drive many businesses out of Connecticut, or actually **drive** them out of business. And do not let me forget to mention the burdens imposed on the business community with the additional record keeping and threat of civil actions proposed in SB 1178. Connecticut is not a police state.

Expanding on what makes these bad bills, have you considered the following? This type of state mandated benefit is ripe for abuse and misuse. What are the procedures to determine the validity of a request for PSL? Who determines the length of time taken when PSL is requested? How is PSL

monitored for fraud? Is there any accountability? SB 1178 proposes to civil action against business for non-compliance. Do either of these bills provide the same for abuse, misuse, or fraud by a beneficiary?

And these laws are inflationary. Increased costs for restaurants, small construction companies, retail stores, supermarkets, manufacturing companies, automobile repair shops, recreational and entertainment businesses. All of these businesses, and many more, will have to raise their prices in an already stressed economy. Please do not pass these bills.

I would like to conclude with an option for you to consider and a suggestion for you to follow. PSL, in reality, is an insurance program and should be treated as such. It could be crafted to be sold and managed just like health insurance. Allow the market place to determine the costs and suitable products to be offered as an option or extension of existing health care insurance. Both the employee and employer would share in the cost and the marketplace would determine the success of the product. Governments typically do not do well in managing our society's needs. Social Security and Medicare are just two cases in point.

As to my suggestion to all of you? I submit the following plan. Spend more time on these bills. Don't just pass them to get them passed. Instead, reach out to the many business owners in our state and speak with them, face to face. Call them on the phone and ask them what they think. Send them a letter and invite them to lunch at the capitol. I think that you may acquire some very good ideas in your pursuit of providing to those who need it most when they or a family member becomes ill.

Thank you all for listening to me.

Rex Florian,

President, Tiger Enterprises